A3940 - 2-U
10/2/88

The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1987-1988 beginning offers / September 1988

To gain a better representation of the job offers extended to college graduates, CPC has added a September formal report to the *Salary Survey*. This gives participating career planning and placement offices more time to collect, report, and finalize salary offer information on the previous year's graduates. Since the July 1988 *Salary Survey*, participants have reported 8,551 more offers at the bachelor's level, 1,838 more offers at the master's level, and 261 more offers at the doctoral level. Salary comparisons for the September report are made with the July 1987 year-end figures.

With this additional information, a clearer picture of the recruiting season can be drawn. All in all, 1987-88 was a good year for graduates. Salary increases were reported by 20 of the 21 disciplines with available comparative data.

Accounting majors received the best salary news—a 10.4 percent hike to an average monthly offer of $2,000. Graduates in other business categories also fared well. Business administration graduates garnered a 5.1 percent higher dollar average, drawing $1,788 a month. The monthly average for marketing and distribution graduates rose 3.6 percent to $1,758, while economics graduates averaged $2,026 a month, a 2.8 percent gain since July 1987.

Salary offers to engineers also improved since last July. The average offer to petroleum engineers increased 3.9 percent to $2,668 a month—the highest dollar average of all curricula. Dollar amounts for both chemical and mechanical engineers climbed 3.8 percent to monthly averages of $2,583 and $2,449, respectively. Rounding out the engineering category, electrical engineers received a 2.8 percent increase, for a monthly average of $2,478.

Dollar offers to computer science graduates rose to a monthly average of $2,284, a 4 percent gain since last July. Mathematics graduates received 3 percent higher salary offers, averaging $2,227 a month.

Among the disciplines for which historic data are available, biology was the only one that showed a decrease, dropping 6.7 percent to $1,697 per month.

At the bachelor's level, the highest average pay to nontechnical graduates came from consulting services ($2,162 a month). The best average dollar offer to technical graduates came from the petroleum industry ($2,579).

Women averaged slightly higher salary offers than men in most engineering disciplines, but men's dollar averages were higher for the majority of the business, communications, and science disciplines.

Starting pay for MBA graduates with nontechnical undergraduate degrees and no previous work experience rose 5 percent to a monthly average of $2,789. The highest average salary was $3,248, extended by financial services employers. MBA's with technical undergraduate degrees and no work experience saw a huge hike in their average dollar offer—12.1 percent to $3,199 a month. These graduates received the best salary offers from the automotive and mechanical equipment industry—a monthly average of $3,663.

The benefit of collecting more information for the *Salary Survey* is that CPC can now compile salary reports by job location. The latest results show that accounting graduates garnered their highest salary offers from employers in New York City at an average of $2,272 per month. Electrical engineers were offered starting salaries

(continued on page 11)

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 154 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and nonprofit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in January, March, July and September.

Copyright 1988 by The College Placement Council, Inc.
No part of this publication may be used, adapted, or reproduced in any manner without written permission.
ISSN 0196-1004

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers September 1988	Average $ Offers September 1988	Average $ Offers July 1987	Percent Change in $ Offers from July 1987	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business							
Accounting	6,275	$2,000	$1,812	10.4%	$2,300	$2,000	$1,700
Banking & Finance	1,676	1,886	N/A	N/A	2,250	1,916	1,500
Business Administration	1,804	1,788	1,701	5.1	2,250	1,750	1,350
Human Resources (incl. Labor/Industrial Relations)	173	1,693	N/A	N/A	2,125	1,667	1,233
Institutional Management	134	1,677	N/A	N/A	2,083	1,600	1,333
Management Information Systems	599	2,072	1,979	4.7	2,475	2,125	1,583
Marketing & Distribution	1,875	1,758	1,697	3.6	2,166	1,750	1,333
Humanities & Social Sciences							
Economics[1]	845	2,026	1,970	2.8	2,500	2,000	1,500
Letters (incl. English, Lit., etc.)	139	1,722	N/A	N/A	2,333	1,667	1,167
Humanities - All Other	319	1,622	N/A	N/A	2,250	1,583	1,000
Criminal Justice	49	1,626	N/A	N/A	2,083	1,542	1,083
History	128	1,904	N/A	N/A	2,500	1,833	1,300
Psychology	230	1,716	N/A	N/A	2,333	1,667	1,167
Social Sciences - All Other	480	1,848	N/A	N/A	2,500	1,792	1,250
Communications							
Advertising	99	1,615	N/A	N/A	2,083	1,666	1,166
Communications	372	1,685	N/A	N/A	2,100	1,667	1,200
Journalism	141	1,531	N/A	N/A	2,017	1,513	1,040
Technical Writing	19	2,240	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	467	2,348	2,343	0.2	2,600	2,400	2,000
Agricultural	56	2,085	N/A	N/A	2,550	2,143	1,583
Biomedical & Bioengineering	16	2,356	N/A	N/A	*	*	*
Chemical	1,511	2,583	2,487	3.8	2,750	2,625	2,362
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1221	2,133	2,037	4.7	2,500	2,100	1,816
Electrical (incl. Computer Engrg.)	5,347	2,478	2,410	2.8	2,700	2,500	2,200
Geological	23	2,068	1,973	4.8	2,542	2,042	1,700
Industrial	983	2,373	2,285	3.9	2,583	2,415	2,042
Mechanical	3,421	2,449	2,359	3.8	2,667	2,475	2,200
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	189	2,454	2,417	1.5	2,633	2,485	2,240
Mining & Mineral	2	2,370	2,240	*	*	*	*
Nuclear (incl. Engrg. Physics)	37	2,395	2,379	0.7	2,725	2,525	1,989
Petroleum	177	2,668	2,568	3.9	3,000	2,750	2,200
Engineering Technology	413	2,283	2,185	4.5	2,600	2,330	1,833
Sciences							
Agricultural Sciences	188	1,685	1,649	2.2	2,275	1,600	1,200
Architectural & Environmental Design	1	1,300	N/A	N/A	*	*	*
Biological	119	1,697	1,818	-6.7	2,292	1,667	1,100
Chemistry	99	2,167	2,131	1.7	2,500	2,175	1,730
Computer Science	1,965	2,284	2,197	4.0	2,592	2,325	1,880
Mathematics	432	2,227	2,162	3.0	2,583	2,273	1,750
Allied Health Professions	111	1,878	N/A	N/A	2,400	1,800	1,492
Nursing	274	1,971	N/A	N/A	2,333	1,939	1,600
Pharmacy	203	2,863	N/A	N/A	3,333	2,917	2,400
Physics	44	2,318	N/A	N/A	2,675	2,411	1,833
Other Physical & Earth Sciences	32	1,768	N/A	N/A	2,305	1,750	1,235
Renewable Natural Resources	20	1,661	N/A	N/A	1,917	1,633	1,200
	32,708						

N/A — No historic data available.
[1]Includes economics programs with both business and social science orientation.
‡No offers reported.
*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	MEN Number of Offers September 1988	MEN Avg. Dollar Offer September 1988	MEN Avg. Dollar Offer July 1987	WOMEN Number of Offers September 1988	WOMEN Avg. Dollar Offer September 1988	WOMEN Avg. Dollar Offer July 1987
Business						
Accounting	3,036	$2,008	$1,817	3,239	$1,993	$1,807
Banking & Finance	1,047	1,904	N/A	629	1,856	N/A
Business Administration	1,005	1,813	1,739	799	1,758	1,653
Human Resources (incl. Labor/Industrial Relations	70	1,689	N/A	103	1,695	N/A
Institutional Management	58	1,736	N/A	76	1,632	N/A
Management Information Systems	306	2,075	1,975	293	2,069	1,983
Marketing & Distribution	935	1,795	1,716	940	1,721	1,678
Humanities & Social Sciences						
Economics[1]	507	2,035	2,007	338	2,012	1,910
Letters (incl. English, Lit., etc.)	42	1,894	N/A	97	1,647	N/A
Humanities - All Other	118	1,794	N/A	201	1,522	N/A
Criminal Justice	32	1,697	N/A	17	1,492	N/A
History	74	2,048	N/A	54	1,707	N/A
Psychology	92	1,803	N/A	138	1,657	N/A
Social Sciences - All Other	221	1,878	N/A	259	1,822	N/A
Communications						
Advertising	35	1,744	N/A	64	1,545	N/A
Communications	156	1,733	N/A	216	1,650	N/A
Journalism	58	1,573	N/A	83	1,502	N/A
Technical Writing	9	2,350	N/A	10	2,142	N/A
Engineering						
Aerospace & Aeronautical	405	2,346	2,334	62	2,361	2,405
Agricultural	50	2,113	N/A	6	1,854	N/A
Biomedical & Bioengineering	8	2,201	N/A	8	2,512	N/A
Chemical	972	2,577	2,482	539	2,593	2,499
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1,013	2,135	2,036	208	2,123	2,042
Electrical (incl. Computer Engrg.)	4,476	2,477	2,412	871	2,487	2,402
Geological	14	2,039	1,869	9	2,113	2,284
Industrial	624	2,367	2,263	359	2,384	2,313
Mechanical	2,824	2,444	2,351	597	2,473	2,396
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	132	2,463	2,400	57	2,435	2,450
Mining & Mineral	2	2,370	2,232	+	*	2,306
Nuclear (incl. Engrg. Physics)	31	2,368	2,367	6	2,535	2,435
Petroleum	156	2,638	2,566	21	2,894	2,576
Engineering Technology	352	2,293	2,186	61	2,222	2,144
Sciences						
Agricultural Sciences	138	1,718	1,671	50	1,594	1,580
Architectural & Environmental Design	1	1,300	N/A	+	*	N/A
Biological	40	1,765	1,906	79	1,662	1,693
Chemistry	69	2,184	2,186	30	2,128	2,033
Computer Science	1,273	2,290	2,212	692	2,274	2,169
Mathematics	228	2,294	2,220	204	2,153	2,089
Allied Health Professions	37	2,024	N/A	74	1,805	N/A
Nursing	8	2,126	N/A	266	1,966	N/A
Pharmacy	58	2,894	N/A	145	2,850	N/A
Physics	35	2,347	N/A	9	2,203	N/A
Other Physical & Earth Sciences	22	1,699	N/A	10	1,919	N/A
Renewable Natural Resources	18	1,698	N/A	2	1,324	N/A
	20,787			11,921		

N/A — No historic data available
[1]Includes economics programs with both business and social science orientation
‡No offers reported
*Not computed for fewer than 20 offers

AVERAGE MONTHLY SALARY OFFERS

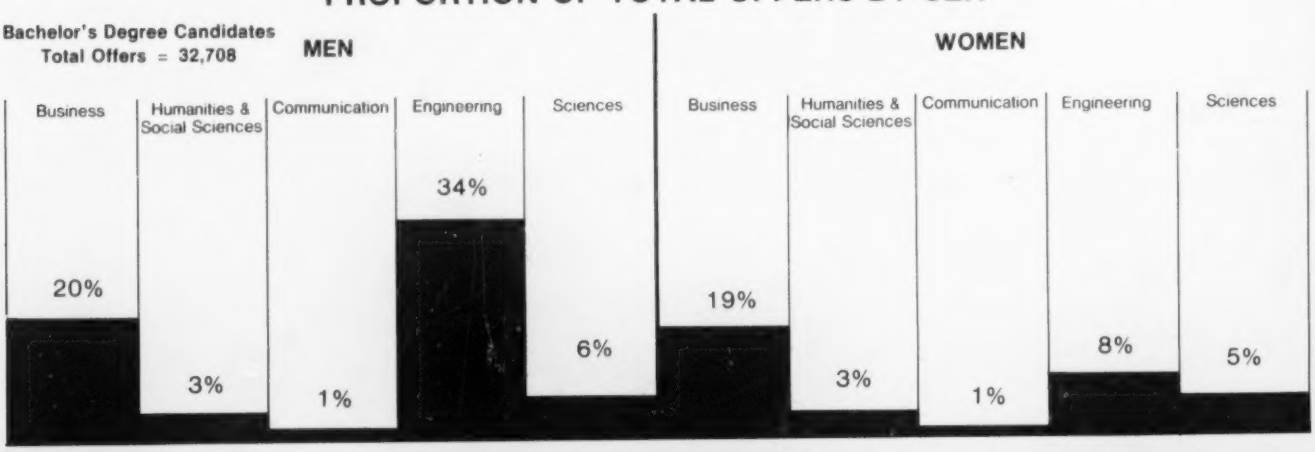
Bachelor's Degree Candidates

By Functional Area For All Types of Employers	MEN Number of Offers September 1988	MEN Avg. Dollar Offer September 1988	MEN Avg. Dollar Offer July 1987	WOMEN Number of Offers September 1988	WOMEN Avg. Dollar Offer September 1988	WOMEN Avg. Dollar Offer July 1987
Administrative & Management Occupations						
Accountants & Auditors	3,162	$2,002	$1,820	3,330	$1,990	$1,809
Banking Occupations	412	1,822	1,923	371	1,793	1,856
Business Administration	219	1,817	1,773	364	1,626	1,585
Consultants	645	2,289	2,194	435	2,190	2,094
Financial Analysts	609	2,142	2,277	346	2,065	2,124
Human Resources	123	1,781	1,701	173	1,595	1,468
Management Trainee	1,297	1,789	1,707	1,184	1,689	1,622
Computer & Mathematical Occupations						
Computer Programmers	794	2,247	2,163	478	2,230	2,125
Computer Scientists (incl. Systems Analysts)	691	2,309	2,282	441	2,274	2,187
Mathematician/Statisticans	128	2,301	2,218	97	2,180	2,050
Marketing & Sales Occupations						
Advertising/Marketing	432	1,903	1,838	379	1,745	1,776
Retail/Wholesale Sales	619	1,821	1,746	451	1,773	1,642
Technical Sales	319	2,053	1,931	126	1,958	1,896
All Other Occupations						
Agriculture & Natural Resource Occupations	102	1,642	1,583	51	1,646	1,692
Communications Occupations	63	1,710	1,636	108	1,676	1,413
Engineers (Engrg. Degree Required)	10,343	2,431	2,360	2,528	2,461	2,383
Health-Related Occupations	114	2,396	N/A	264	2,352	N/A
Insurance Occupations	248	1,808	N/A	214	1,792	N/A
Law Enforcement Occupations	19	1,793	N/A	12	1,616	N/A
Nurses	8	2,276	N/A	259	1,971	N/A
Production Occupations	163	2,135	1,934	75	2,034	1,887
Real Estate Occupations	25	1,897	N/A	24	1,886	N/A
Researchers—Nonscientific	48	2,160	2,075	26	1,760	2,000
Researchers—Scientific	71	2,188	2,104	57	2,028	2,251
Social Workers & Recreational Workers	45	1,465	1,350	77	1,335	1,271
Transportation & Distribution Occupations	88	1,942	1,885	51	1,976	1,846
	20,787			11,921		

N/A — No historic data available ‡ No offers reported
*Not computed for fewer than 20 offers

PROPORTION OF TOTAL OFFERS BY SEX

Bachelor's Degree Candidates
Total Offers = 32,708



OVERSIZE FOLDOUT(S) FOUND HERE IN THE PRINTED EDITION OF THIS VOLUME ARE FOUND FOLLOWING THE LAST PAGE OF TEXT IN THIS MICROFICHE EDITION.

SEE FOLDOUT NO 1-3

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates—Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers: September 1988	Average $ Offers: September 1988	Average $ Offers: July 1987	Percent Change in $ Offers from July 1987	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Business							
Accounting	439	$2,289	$2,163	5.8%	$2,708	$2,250	$1,916
MBA—Nontechnical Undergraduate							
Less than 1 year	914	2,789	2,657	5.0	3,833	2,667	2,000
1 to 2 years[2]	622	3,386	2,982	13.6	4,167	3,335	2,416
2 to 4 years[2]	638	3,496	3,318	5.4	4,483	3,500	2,500
Over 4 years[2]	539	3,594	3,226	11.4	4,583	3,583	2,366
MBA—Technical Undergraduate							
Less than 1 year	304	3,199	2,854	12.1	4,167	3,000	2,333
1 to 2 years[2]	194	3,596	3,128	15.0	4,583	3,583	2,700
2 to 4 years[2]	344	3,669	3,492	5.1	4,583	3,669	2,708
Over 4 years[2]	285	3,788	3,574	6.0	5,000	3,750	2,600
MS—Business	128	2,633	2,384	10.4	3,333	2,505	2,083
Administration (Public, Hospital, etc.)	21	2,154	2,226	-3.2	2,500	2,083	1,800
Banking & Finance	204	3,112	N/A	N/A	3,750	3,083	2,416
Industrial Mgmt. (incl. Industrial Admin.)	15	2,941	2,735	*	*	*	*
Labor/Industrial Relations	37	2,776	N/A	N/A	3,333	2,667	2,262
Management Information Systems	57	2,581	N/A	N/A	3,141	2,500	2,083
Humanities & Social Sciences							
Humanities	41	1,887	1,887	0.0	2,500	1,833	1,200
Social Sciences	96	1,938	1,833	5.7	2,500	1,833	1,449
Engineering							
Aerospace & Aeronautical	109	2,871	N/A	N/A	3,216	2,834	2,583
Bioengineering & Biomedical	2	3,417	N/A	N/A	*	*	*
Chemical	134	2,858	2,813	1.6	3,000	2,850	2,583
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	161	2,533	2,413	5.0	3,000	2,500	2,166
Electrical (incl. Computer Engrg.)	724	3,011	2,957	1.8	3,333	3,000	2,600
Geological	19	2,497	N/A	N/A	*	*	*
Industrial	107	2,813	2,566	9.6	3,250	2,750	2,417
Mechanical	339	2,843	2,835	0.3	3,200	2,835	2,433
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	37	2,840	2,702	5.1	3,000	2,850	2,700
Nuclear	9	2,738	2,866	*	*	*	*
Sciences							
Biological	8	1,823	N/A	N/A	*	*	*
Chemistry	41	2,631	2,333	12.8	3,227	2,590	2,300
Computer Science	251	2,880	2,817	2.3	3,275	2,900	2,400
Geology & Related Geological Sciences	22	2,484	2,200	12.9	2,950	2,728	1,750
Mathematics	41	2,470	2,329	6.1	3,033	2,417	1,909
Physics	16	2,894	N/A	N/A	*	*	*
	6,898						

[1]One year or less of full-time, nonmilitary employment unless otherwise indicated
[2]Years of previous full-time, nonmilitary employment
*Not computed for fewer than 20 offers
‡ No offers reported
N/A -- No historic data available

AVERAGE MONTHLY SALARY OFFERS

Doctoral Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers: September 1988	Average $ Offers: September 1988	Average $ Offers: July 1987	Percent Change in $ Offers from July 1987	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Engineering							
Aerospace	15	$3,942	N/A	N/A	*	*	*
Chemical	167	3,824	$3,605	6.1%	$4,083	$3,833	$3,500
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	13	3,180	3,336	*	*	*	*
Electrical (incl. Computer Engrg.)	137	4,071	3,965	2.7	4,583	4,333	3,167
Mechanical	59	3,824	3,569	7.1	4,333	3,875	3,333
Metallurgical (incl. Metallurgy, Materials Engrg./Science & Ceramics)	34	3,815	3,357	13.6	4,083	3,750	3,347
Sciences							
Biological	6	2,569	N/A	N/A	*	*	*
Chemistry	174	3,441	3,202	7.5	3,750	3,500	3,067
Computer Science	19	4,226	N/A	N/A	*	*	*
Mathematics	13	3,389	3,328	*	*	*	*
Physics	37	3,540	3,345	5.8	4,300	3,667	2,263
Polymer	31	3,437	N/A	N/A	3,775	3,550	2,950
	705						

*Not computed for fewer than 20 offers.
‡No offers reported.
N/A—No historic data available

(continued from page 1)

of $2,501 from employers in St. Louis, Mo., and $2,449 from employers in Detroit, Mich. Salary data for 20 locations across the U.S. are available for many curricula. The reports cost $100 each. For more information, call or write Dawn Oberman, Statistical Services Specialist, College Placement Council, Inc., 62 Highland Ave., Bethlehem, PA 18017; 215/868-1421.

The CPC *Salary Survey* September report covers the period from September 1, 1987, to August 15, 1988. The data include offers extended to students graduating between September 1, 1987, and August 31, 1988. There are 187 placement offices at 154 colleges and universities participating in this year's *Salary Survey*. Additional copies of this report are available to CPC members and subscribers for $2.00 each.

Dawn L. Oberman
Statistical Services Specialist

1987-88 Participating Placement Offices

ECPO (Eastern)
Bentley College
Boston College
University of Bridgeport
Brown University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Arts & Science
CUNY-City College
CUNY-Hunter College
Dartmouth College
University of Maine-Orono
MIT
MIT-Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
NYU-Grad. School of Business
Pace University-New York City
Pace University-Westchester
Polytechnic University
Rensselaer Polytechnic University
University of Rhode Island
University of Rochester
University of Rochester-W.E. Simon Grad. School of Business
SUNY-Buffalo
Syracuse University
Union College
Williams College
Worcester Polytechnic Institute

MAPA (Middle Atlantic)
Bryn Mawr College
Bucknell University
Carnegie-Mellon University
University of Delaware
Fairleigh Dickinson-Teaneck
Georgetown University
George Washington University
Grove City College
Haverford College
Lafayette College
LaSalle University
Lehigh University
Marymount University-Graduate School
New Jersey Institute of Technology
Penn State University
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Rutgers University-Camden-Arts & Sciences
Rutgers University-New Brunswick
Villanova University
Virginia State University
West Virginia University

MCPA (Midwestern)
University of Akron
Case Western Reserve University
University of Chicago-Grad. Sch. of Business
Cleveland State University
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Commerce & Business
University of Illinois-Engrg.
University of Illinois-Chemistry & Chemical Engineering
Indiana University
Iowa State University-Agriculture
Iowa State University-Design
Iowa State University-Engrg.
Iowa State University-Home Economics
Iowa State University-Business, Science & Humanities
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engrg.
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engrg.
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engrg.
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Dearborn
University of Minnesota-Carlson Sch. of Mgmt.
University of Missouri-Columbia-Engrg.
University of Missouri-Rolla
University of Missouri-St. Louis
University of North Dakota
Northwestern University
Northwestern University-Kellogg Grad. Sch. of Business
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engrg.
Ohio University
Purdue University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
Southwest Missouri State University
University of Toledo
Washington University-Sch. of Business
Wayne State University
University of Wisconsin-Madison-Arts
University of Wisconsin-Madison Business
University of Wisconsin-Madison-Engrg.
Youngstown State University

RMCPA (Rocky Mountain)
University of Arizona
Brigham Young University
Colorado School of Mines
Colorado State University
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
University of Nebraska-Lincoln
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
Utah State University
University of Utah

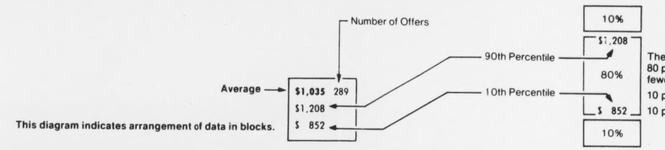
SCPA (Southern)
Alabama A&M University
Auburn University
Augusta College
Clemson University
Duke University
Duke University-Grad. Sch. of Business Administration
University of Florida
Georgia Institute of Technology
University of Georgia
University of Kentucky
Mary Washington College
Memphis State University
Mississippi State
University of Mississippi
North Carolina A&T State University
University of North Carolina-Chapel Hill
University of North Carolina-Greensboro
Rollins College
University of South Florida
University of Tennessee-Knoxville
Tulane University
Vanderbilt University
Vanderbilt University-Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
University of Virginia-Colgate Darden Grad. Sch. of Business
Wake Forest University
Wake Forest University-Babcock Grad. Sch. of Management
College of William & Mary

SWPA (Southwestern)
University of Arkansas-Fayetteville
Baylor University
University of Houston
Lamar University
Louisiana Tech University
North Texas State University
Oklahoma State University
Oklahoma State University-Engrg.
University of Oklahoma
Prairie View A & M
Southern Methodist University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas-Arlington
University of Texas-Austin-Business Admin.
University of Texas-Austin-Engrg.
University of Texas-El Paso

WCPA (Western)
Arizona State University
California Institute of Technology
California Poly. State University-San Luis Obispo
California State Poly. University-Pomona
California State University-Fresno
California State University-Long Beach
California State University-Sacramento
University of California-Los Angeles
University of Idaho
University of Nevada-Reno
Oregon State University
University of Oregon
Portland State University
San Diego State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Grad. Sch. of Business
Stanford University
Washington State University
University of Washington

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 4 ■ September 1988 ■ Data combined for men and women



The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

NON-TECHNICAL

BACHELOR'S DEGREE

CURRICULUM	BUSINESS & SERVICES										MANUFACTURING ■ INDUSTRIAL															GOV'T ■ NON-PROFIT				
	Public Accounting	Advertising	Banking	Computer & Data Processing	Consulting Services	Finance	Hotels & Motels (Hospitality)	Insurance	Merchandising (Retail & Wholesale)	Publishing	Research & Development	Restaurants	Transportation Services	Utilities	Other Business Services	Aerospace	Agriculture, Forestry & Fishing	Automotive & Mechanical Equipment	Bldg. Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Computers & Business Machines	Electrical & Elect. Mach. & Equip.	Food & Beverage Processing	Glass, Paper, Packaging & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Scientific Instruments (incl. Medical)	Textiles	Tire & Rubber & Allied Products	Education	Health Services	Non-Profit Organizations	Federal Government	Local/State Government
Accounting	$2,035 5048 $2,333 $1,791	$1,498 7	$1,804 72 $2,225 $1,500	$2,007 14	$1,952 15	$1,865 49 $2,167 $1,500	$1,524 12	$1,836 48 $2,083 $1,580	$1,771 59 $2,083 $1,450	$1,561 3	$1,797 5	$1,619 8	$1,976 15	$1,884 36 $2,167 $1,650	$1,838 66 $2,125 $1,500	$1,985 19	$1,748 9	$1,928 32 $2,125 $1,666	$1,821 13	$2,043 40 $2,300 $1,835	$2,111 48 $2,333 $1,850	$1,978 62 $2,170 $1,850	$1,915 32 $2,166 $1,600	$2,004 33 $2,200 $1,800	$1,884 8	$1,984 243 $2,166 $1,855	$2,012 12	$1,861 3	$1,981 8	$1,586 16	$1,698 29 $2,000 $1,500	$1,977 5	$1,593 95 $1,800 $1,487	$1,647 111 $1,850 $1,467
Banking & Finance	$2,072 113 $2,333 $1,792	$1,916 1	$1,834 493 $2,250 $1,458	$1,884 24 $2,100 $1,708	$2,067 38 $2,341 $1,750	$1,869 176 $2,500 $1,375	$1,681 4	$1,808 156 $2,166 $1,500	$1,679 121 $2,205 $1,417	$1,782 8	$1,667 1	$1,563 5	$1,763 15	$1,914 19	$1,891 73 $2,167 $1,500	$1,988 34 $2,050 $1,850	$1,777 3	$2,018 23 $2,250 $1,750	$1,848 4	$2,164 26 $2,433 $2,000	$2,090 49 $2,458 $1,900	$2,020 72 $2,208 $1,833	$2,014 33 $2,333 $1,583	$1,986 25 $2,100 $1,709	$1,942 4	$2,009 70 $2,200 $1,891	$2,097 14	$1,844 8	$1,936 3	$1,625 2	$1,953 20 $2,167 $1,666	$1,422 3	$1,634 25 $1,917 $1,400	$1,687 11
Business Administration & Mgmt.	$1,994 97 $2,208 $1,750	$1,619 7	$1,737 164 $2,000 $1,375	$1,756 47 $2,166 $1,500	$2,112 39 $2,416 $1,667	$1,757 50 $2,458 $1,042	$1,474 68 $1,583 $1,256	$1,715 130 $2,000 $1,308	$1,648 381 $2,083 $1,300	$1,672 13	$1,940 13	$1,629 59 $2,000 $1,400	$1,790 31 $2,200 $1,333	$1,977 12	$1,750 134 $2,250 $1,250	$1,900 38 $2,250 $1,720		$2,105 27 $2,418 $1,750	$1,862 27 $2,200 $1,583	$2,089 47 $2,333 $1,833	$1,933 43 $2,271 $1,500	$2,018 60 $2,416 $1,666	$2,016 94 $2,333 $1,625	$1,951 25 $2,167 $1,583	$1,947 17	$1,980 36 $2,166 $1,875	$1,900 21 $2,132 $1,500	$1,908 24 $2,150 $1,600	$1,940 4	$1,516 17	$1,803 26 $2,207 $1,391	$1,532 11	$1,561 29 $1,833 $1,260	$1,814 13
Human Resources (incl. Labor/ Industrial Relations)	$2,334 2		$1,845 13	$1,626 5	$1,869 3		$1,670 9	$1,743 35 $2,058 $1,333	$1,544 26 $1,833 $1,167	$1,717 2	$1,083 1	$1,420 5	$1,325 2	$1,731 3	$1,546 12	$1,694 3		$1,976 3	$2,175 1	$2,083 1	$1,788 4	$1,739 5	$2,031 6	$1,608 2	$1,417 1	$2,037 5				$2,333 1	$1,574 6	$1,662 4	$1,468 10	$1,696 3
Institutional Management			$1,750 3	$1,545 3	$2,708 1	$2,528 3	$1,510 30 $1,667 $1,292	$1,919 17	$1,473 12	$1,500 1		$1,581 31 $1,700 $1,417	$1,500 1	$4,005 1	$1,953 5				$1,833 1			$2,271 2	$2,119 3	$1,625 2		$1,560 2	$1,667 1			$2,325 2	$1,658 6	$1,400 1	$1,396 5	$1,400 1
Management Information Systems	$2,176 74 $2,417 $2,000		$1,925 17	$2,048 48 $2,500 $1,700	$2,213 15	$1,906 17	$1,617 5	$1,969 35 $2,167 $1,733	$1,694 41 $2,000 $1,440	$1,790 5	$2,232 6	$1,479 2	$2,125 10	$1,931 19	$2,106 24 $2,500 $1,708	$2,127 33 $2,250 $2,000	$1,433 2	$2,310 4	$1,921 6	$2,298 12	$2,289 56 $2,600 $1,916	$1,980 36 $2,375 $1,603	$2,194 18	$2,253 7	$1,930 3	$2,290 61 $2,400 $2,166	$2,246 9	$2,230 3	$2,075 2	$1,557 3	$1,992 7		$1,605 13	$1,826 6
Marketing & Distribution	$1,925 18	$1,526 25 $1,833 $1,333	$1,631 38 $1,875 $1,333	$1,752 42 $2,167 $1,333	$1,777 11	$1,694 38 $2,000 $1,400	$1,523 14	$1,751 91 $2,090 $1,417	$1,670 675 $2,083 $1,325	$1,729 21 $1,875 $1,600	$1,832 12	$1,629 42 $1,917 $1,400	$1,937 37 $2,300 $1,517	$2,080 11	$1,627 143 $2,060 $1,000	$2,107 7	$1,866 10	$1,909 47 $2,250 $1,542	$1,797 19	$2,007 96 $2,250 $1,800	$1,830 82 $2,083 $1,500	$1,830 77 $2,133 $1,560	$1,921 103 $2,250 $1,600	$1,799 43 $2,085 $1,500	$1,821 7	$2,037 48 $2,208 $1,900	$2,040 33 $2,433 $1,708	$1,771 20 $2,000 $1,500	$2,153 3	$2,375 1	$1,936 28 $2,167 $1,603	$1,285 6	$1,483 19	$1,667 8
Economics[1]	$2,238 61 $2,567 $1,917	$2,222 3	$1,979 206 $2,542 $1,542	$1,832 16	$2,247 82 $2,700 $1,917	$2,387 101 $2,667 $1,875	$1,555 3	$1,935 80 $2,333 $1,666	$1,709 74 $2,083 $1,416	$1,777 5		$1,525 4	$2,019 15	$2,518 4	$1,948 49 $2,500 $1,500	$1,859 12	$1,708 5	$1,734 2	$2,064 7	$2,153 15	$1,949 9	$2,219 15	$2,087 12	$1,778 7	$1,869 4	$2,028 6	$2,038 2	$1,907 9	$2,042 1	$1,583 3	$1,778 3	$1,581 5	$1,558 20 $1,583 $1,500	$1,597 5
Letters (incl. English, Lit., etc.)	$1,666 1	$1,755 8	$1,856 12	$1,802 4		$2,708 6	$1,667 1	$1,674 7	$1,685 30 $1,917 $1,250	$1,332 7		$1,333 1		$1,958 2	$1,569 22 $1,958 $1,150	$1,468 1	$1,833 1			$2,152 3	$1,597 3	$2,026 3	$1,863 5	$2,208 1				$2,429 1		$1,775 4	$1,844 4	$1,166 5	$1,535 3	$1,352 4
Humanities - All Other	$2,275 4	$1,403 6	$1,933 21 $2,417 $1,600	$1,750 2	$2,012 7	$2,113 11	$1,496 8	$1,830 17	$1,571 108 $1,916 $1,166	$1,556 10		$1,398 5	$1,471 2	$1,880 1	$1,493 42 $1,750 $1,000	$1,428 1		$1,167 2	$1,836 3	$2,183 1	$1,555 3	$1,950 2	$2,189 3			$1,800 1		$1,458 1	$1,000 1	$1,615 7	$1,426 6	$1,359 22 $1,666 $ 960	$1,737 12	$1,434 10
Criminal Justice					$1,800 1			$1,510 4	$1,402 11						$1,856 5			$1,083 1					$3,750 1						$ 870 1		$1,100 1	$1,797 4	$1,656 20 $2,083 $1,283
History	$2,100 5	$2,000 1	$2,221 16	$1,333 1	$2,394 8	$2,357 13	$ 700 1	$1,732 5	$1,704 25 $1,950 $1,456	$1,834 2	$1,833 2	$1,694 3	$2,046 2		$1,862 11		$1,791 1		$2,600 1	$2,015 3	$1,483 1	$1,500 1	$2,000 4	$1,842 3		$2,253 1		$1,917 1			$1,575 4	$1,352 6	$1,438 4	$1,439 3
Psychology	$2,499 10	$1,458 1	$1,747 11	$2,083 1	$2,365 6	$1,250 1	$1,535 3	$1,711 13	$1,664 71 $2,000 $1,375	$1,958 1		$1,613 1	$1,433 3		$1,464 7	$2,019 4		$1,892 2	$1,200 2	$1,758 6	$2,200 5	$2,166 7	$2,000 8	$2,021 2	$1,833 1	$2,083 1	$1,820 1	$1,881 1		$1,227 5	$1,515 22 $1,750 $1,041	$1,259 13	$1,548 8	$1,651 13
Social Sciences - All Other	$2,258 7	$1,488 5	$2,070 43 $2,585 $1,500	$1,881 2	$2,507 28 $3,000 $1,917	$2,277 40 $3,000 $1,500	$1,575 4	$1,928 30 $2,333 $1,666	$1,702 92 $2,042 $1,400	$1,680 2	$1,555 3	$1,350 5	$1,749 8	$2,025 2	$1,656 28 $2,083 $1,200	$1,416 1	$1,792 1	$2,520 5	$1,450 2	$1,905 9	$1,757 7	$2,074 6	$1,885 14	$1,972 3		$1,450 2	$2,041 5	$1,662 4	$1,839 3	$1,648 15	$1,851 18	$1,530 22 $2,000 $1,120	$1,535 21 $1,700 $1,286	$1,570 43 $2,000 $1,250
Advertising		$1,451 21 $1,833 $1,166		$1,291 4	$1,400 2			$2,250 2	$1,705 25 $2,205 $1,500	$1,490 4		$1,236 3	$1,400 1		$1,606 18					$2,096 4	$1,681 3	$1,920 1	$1,866 5	$1,500 1				$1,764 1			$1,859 2	$1,208 1	$1,500 1	
Communications	$1,594 3	$1,419 12	$1,706 9	$1,735 12	$2,017 11	$1,875 8	$1,718 8	$1,674 17	$1,633 93 $2,000 $1,200	$1,732 14	$1,250 1	$1,583 6	$1,557 5	$1,439 3	$1,572 54 $2,000 $1,083	$2,000 2		$1,904 4	$1,700 1	$1,950 22 $2,125 $1,541	$1,833 9	$1,620 7	$1,928 18	$1,789 8	$1,808 2	$2,009 1	$1,886 7	$2,004 4	$1,900 1	$1,336 10	$1,695 6	$1,450 7	$1,447 5	$1,400 2
Journalism		$1,574 6	$1,632 5	$1,833 1	$1,511 4	$1,500 3	$1,000 1	$1,644 5	$1,485 21 $1,902 $1,083	$1,587 12		$1,646 2	$1,500 2	$2,580 1	$1,348 43 $1,750 $1,000			$1,367 2	$1,892 3	$2,025 2	$1,905 3		$1,816 8	$1,583 2			$1,950 3			$1,376 3	$1,554 5		$1,572 2	$1,422 2
Technical Writing				$2,125 2							$1,167 1							$2,025 1			$2,336 6	$2,017 2	$2,568 6						$1,667 1				